

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 57

January 29, 2019

SUMMARY OF BILL: Prohibits public employers from discriminating against applicants for employment and employees with pregnancy-related conditions. Requires an employer to consult with each employee known to have a pregnancy-related condition to identify reasonable accommodations that will be effective for the employee. Requires the Tennessee Human Rights Commission (THRC) to develop courses of instruction and to conduct ongoing public education as necessary to inform employers, employees, employment agencies, and applicants for employment about employer and employee rights and responsibilities.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Based on the information provided by THRC, THRC currently enforces pregnancy-related employer laws statewide and currently develops courses and has an education program in place that routinely educates employers on a variety of human rights issues including pregnancy-related laws. Therefore, any fiscal impact to THRC or its operations as a result of the proposed legislation is estimated to be not significant.
- Any fiscal impact to state or local government as employers is estimated to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner".

Krista Lee Carsner, Executive Director

/vlh